

THESIS TITLE : TRAINING MODEL OF DESIRABLE INDUSTRIAL HABITS FOR THE  
PRE-EMPLOYMENT TRAINING PROGRAMME OF THE INSTITUTE  
FOR SKILL DEVELOPMENT

AUTHOR : MR. PANICH CHITCHANG

THESIS ADVISORY COMMITTEE :

..... *Pennee Narot* .....Chairman

(Associate Professor Dr. Pennee Narot)

..... *Nareewan Prohmchum* .....

(Assistant Professor Dr. Nareewan Prohmchum)

..... *Preecha Kruawan* .....

(Instructor Preecha Kruawan)

## Abstract

The objective of this study was to investigate the existences, the problems, and the needs for promoting trainees' industrial characteristics, including proposing model for activities organizing in the Work Preparation Curriculum of the Institute for Skill Development. The sampling group was composed of 257 subjects\_64 administrative persons, 48 activity-concerned persons, and 145 teaching staff. The developed questionnaire was used for collecting data and 93.39% of the questionnair were returned. Percentage, means ( $\bar{X}$ ) and standard deviation (S.D.) were computerized. Three rounds of Delphi technique were used by the 15 specialists for considering the consistence and the suitability of the proposed model.

## Findings

1. The Institute carried on little policy-formulation and planning with moderate problems. Planning implementation and follow-up activities were much and moderately done respectively with many problems.

2. The Institute needed much to carry on activities concerning policy-formulating, planning, monitoring and following-up

3. For the trainees' selection in joining the Work Preparation Curriculum, the behavior and the mechanic aptitude should be considered by using written test and interview. Every Institute should be responsible for testing with the consultancy of the factory personnel.

4. In orientation phase, the desirable behaviors of the trainees had to be emphasized during 2-days camping by using lecture accompanied by practical activities. Moreover, in order to evaluate, there should be the response to the activity and following-up by observing the behavior change.

5. During the training period, there should be monthly training for developing the industrial habits. And there should also be the specific curriculum for developing desirable characteristics and work habits which are consistent with the mechanic content, and lecture with practical activities and field trip to the factories. The resource persons should include the persons from the Institute and from the factories or the like that have been trained as the resource persons before. This should be evaluated by following-up the changes of behavior by using observation and recording all the time through the end of the session.

6. After having been trained, there should be the post-training session activity emphasizing on the social manners at work by using all activities and resource persons above-mentioned. An evaluation should be taken by observing the change of behavior individually for presenting to the factories.